



Douglas A. Ducey
Governor

State of Arizona
Board of Respiratory Care Examiners
1740 W. Adams St., Suite 3406
Phoenix, Arizona 85007
(602) 542-5995
www.rb.az.gov

Jack Confor
Executive Director

NON-DISCRIMINATION POLICY

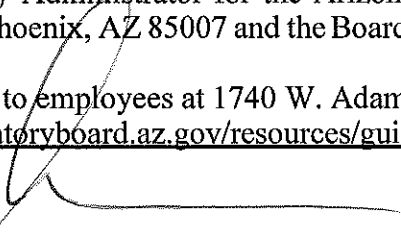
In recognition of its legal and moral obligations, the Arizona Board of Respiratory Care Examiners, "Board" hereby commits itself to a policy of non-discrimination as follows:

1. The Board shall not discriminate on the basis of race, color, religion, sex, age, disability, national origin, or any other characteristic protected by law. Equal Opportunity applies to such employment practices as hiring, upgrading, demotion, transfer, recruitment, advertising, layoff, termination, rates of pay or other forms of compensation, selection for training, job assignments, accessibility, working conditions and special duty details.
2. All Board management personnel shall actively support recruitment and career development programs to ensure equitable representation of minorities, females, seniors, LGBT and individuals with disabilities, special disabled veterans and Vietnam Era veterans in all job categories and pay grades.
3. The Board shall not tolerate discrimination in the agency as it creates an intimidating, degenerating, hostile and offensive working environment. Each employee has an affirmative duty to maintain a workplace free of harassment, intimidation, discrimination. The Board prohibits retaliation against any individual who reports discrimination or harassment or participates in an investigation of such reports.
4. The Department will post the Non-Discrimination Policy throughout departmental facilities.
5. All written bid announcements, request for proposals, employment announcements, requests for applications, program brochures, literature and general solicitations shall include the phrase:

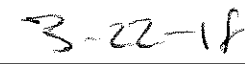
"AN EQUAL EMPLOYMENT OPPORTUNITY AGENCY"

The Board is committed to ensuring that all its employees can work in an environment free from harassment, discrimination and retaliation. As Director of the Board, I am committed to the principles of Equal Employment Opportunity. To ensure the dissemination and implementation of the 2018 Equal Opportunity Plan throughout all levels of the Department, Kathy Stone, Licensing Administrator shall serve as the Equal Opportunity Administrator for the Arizona Board of Respiratory Care Examiners, 1740 W. Adams St., Suite 3406, Phoenix, AZ 85007 and the Board may be contacted at info@rb.az.gov.

This policy is accessible to employees at 1740 W. Adams St., Suite 3406 in Phoenix, Arizona; Directors' Office and <https://respiratoryboard.az.gov/resources/guidelines-and-substantive-policy-statement>



Jack Confer, Executive Director



March 22, 2018

Any employee who has any questions or concerns about this policy should talk with the Kathy Stone at 602-542-5995 or the Governor's Office of Equal Opportunity, <http://eo.azgovernor.gov>, 602-542-3711.